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1984 Salary Survey Update

In an effort to assist special librarians in salary negotiations, Special Libraries Association conducts an in-depth salary survey every three years. During intervening years the Association, using a random sampling technique, polls 25% of the membership to provide current salary information. The results present an overview of special librarians' salaries, as well as a measure of annual salary increases since the last survey.

The 1984 data update the overall national and regional salary data reported in the 1982 in-depth triennial salary survey report. While not as comprehensive as the 1982 survey report, the 1984 update indicates general national salary trends. Used in conjunction with the 1982 report, the 1984 information provides special librarians with guidelines for salary discussions.

This year, an added feature presents salary data by four job titles: Manager, Assistant/Section Head, Librarian/Information Specialist and Support Staff.

During April-May 1984, a 25% sample of Members and Associate Members received the survey questionnaire.

Questionnaires Mailed	2,506
Questionnaires Returned	1,530 (61%)
Invalid for Computation	141
Useable Responses	1,389 (55.4%)

Table 1 reports the changes in mean and median salaries from April 1, 1983, to April 1, 1984, within nine U.S. census regions and Canada. The figures illustrate changes in dollar amounts and percentage increase or decrease.

The survey indicates on overall median salary increase in the United States of $2,000 from $25,000 in 1983 to $27,000 in 1984. This represents an 8.0% increase over last year. The overall mean salary reflects a $1,932 increase from $26,489 in 1983 to $28,421 in 1984—a 7.3% increase.

A median salary increase in Canada of $2,646 from $28,500 in 1983 to $31,146 in 1984 took place. This represents a 9.3% increase since last year. The overall mean salary reflects a $925 increase from $31,553 in 1983 to $32,478 in 1984—a 2.9% increase.

A comparison with past surveys indicates an increase of 28.4% in the median salary within the United States over the last three years. The median rose from $21,029 in 1981 to $27,000 in 1984. The 1984 data are reflective of a 25.7% increase in the mean salary for the United States from $22,603 in 1981 to $28,421 in 1984.

Canadian survey comparison indicates an increase of 32.5% in median salary during the last three years, rising from $23,500 in 1981

Table 1. 1984 Mean & Median Salaries by Census Region in Rank Order of % Change in Median from 1983 to 1984.

Census Region	Median 1983	Median % of increase (or decrease)	Median 1984	Mean 1983	Mean %	Mean 1984
East South Central	$20,256	31.3	$26,592	$21,636	27.2	$27,517
West South Central	24,000	14.2	27,400	25,403	14.3	29,029
Canada*	28,500	9.3	31,146	31,553	2.9	32,478
Middle Atlantic	25,723	7.3	27,600	27,669	3.6	28,667
East North Central	24,300	6.9	26,000	26,200	0.2	26,702
New England	25,400	5.9	26,900	25,702	12.4	28,901
Pacific	25,488	4.9	26,748	26,272	11.0	29,168
Mountain	22,130	4.8	23,200	22,850	10.4	25,223
South Atlantic	25,300	3.8	26,270	27,725	2.8	28,490
West North Central	24,150	3.5	25,000	25,861	0.5	25,999
Overall United States	25,000	8.0	27,000	26,489	7.3	28,421

* Salaries reported in Canadian dollars. The exchange rate on April 1, 1984, was approximately United States $1.00 = $.73 Canadian. The exchange rate on April 1, 1983, was approximately United States $1.00 = $.81 Canadian.

to $31,146 in 1984. A 29.9% increase in the mean salary occurred; the mean rose from $25,000 in 1981 to $32,478 in 1984.

All regions sampled experienced a median salary increae ranging from 31.3% to 3.5%. Mean salary increase ranged from 27.2% to 0.5% above 1983 figures.

Table 2 lists the salary distribution in rank order of 1984 median salaries for Canada and nine United States census regions. In comparing rankings with the 1983 salary survey update, the two regions with the greatest change are the West South Central region, which moved up from eight to three, and East South Central region, moving from ten to six. Canada and the Middle Atlantic and New England regions showed no change. Pacific, South Atlantic, East North Central and West North Central regions moved down two positions. The Mountain Region moved from ninth place to tenth place.

Table 3 lists salary distribution by four job titles: Manager, Assistant/Section Head, Librarian/Information Specialist and Support Staff. The data are combined for the nine census regions and Canada. Managers' salaries ranged from $19,080 to $56,651 with a mean salary of $34,643. Assistant/Section Heads earned from $16,985 to $41,448, the mean being $26,976. Individuals holding the title Librarian/Information Specialist had salaries ranging from $15,567 to $39,624 with a mean

Table 2. Salary Distribution by Census Region in Rank Order of 1984 Median.

Census Region	Average Lowest 10%	25th Percentile	Median	75th Percentile	Average Highest 10%	Mean	No. Respondents
Canada*	$19,608	$27,000	$31,146	$38,000	$50,175	$32,478	95
Middle Atlantic	16,244	21,000	27,600	33,000	48,202	28,667	287
West South Central	15,931	20,856	27,400	32,500	53,371	29,029	81
New England	16,799	21,000	26,900	36,000	48,074	28,901	90
Pacific	16,790	23,664	26,748	33,800	50,038	29,168	234
East South Central	14,757	18,188	26,592	30,240	47,678	27,517	30
South Atlantic	15,894	21,300	26,270	33,400	50,067	28,490	228
East North Central	16,156	20,998	26,000	31,092	41,450	26,702	225
West North Central	13,534	19,764	25,000	30,000	45,599	25,999	71
Mountain	13,418	18,300	23,200	30,492	39,833	25,223	48
Overall United States	15,998	21,500	27,000	33,000	48,252	28,421	1,389

* See Footnote to Table 1.

Table 3. Salary Distribution by Job Title, United States & Canada Combined.

Job Title	Average Lowest 10%	25th Percentile	Median	75th Percentile	Average Highest 10%	Mean	No. Respondents
Manager	$19,080	$27,560	$33,000	$40,000	$56,651	$34,643	444
Assistant/Section Head	16,985	21,000	26,780	31,600	41,448	26,976	156
Librarian/Information Specialist	15,567	20,000	25,000	29,100	39,624	25,343	760
Support Staff	12,987	15,300	19,000	23,920	35,763	20,054	22

of $25,343. Support staff salaries ranged from $12,987 to $35,763, the mean being $20,054.

Using 1982 U.S. Census Region Data as a basis of comparison, the survey indicates an increase of 20% in the median salary at the managerial level over a 3-year period. It rose from $27,500 to $33,000. The mean salary in 1982 was $29,123 rising to $34,643 in 1984, a 19% increase. The median salary for Assistant/Section Heads increased from $23,500 in 1982 to $26,780 in 1984, a 14% increase. The corresponding mean salary increased 12.1% from $24,067 in 1982 to $26,976 in 1984. Librarian/Information Specialists' median salary rose 19% from $21,000 in 1982 to $25,000 in 1984. The mean increased 16.1% from $21,835 to $25,343. The median salary for support staff in 1984 was $19,000, a 21.2% increase from the 1982 report of $15,680. Mean salary also increased from $16,974 to $20,054—an 18.1% rise.

This survey included questions to attempt to define the number of respondents who were unemployed and the term of unemployment during a 12-month period. Of the 1,389 valid responses, 131 (9.4%) indicated that the respondents had been unemployed during at least a portion of the period between April 1, 1983, and April 1, 1984. The time of unemployment averaged five months.

Reviews

Cable for Information Delivery: A Guide for Librarians, Educators and Cable Professionals, edited by Brigitte L. Kenney. White Plains, N.Y., Knowledge Industries Publications, Inc., 1983. 172 p. Appendixes, bibliography, index. $34.50; $27.50, soft cover. LC-83-19892; ISBN 0-86729-056-0; ISBN 0-86729-055-2.

This book is an excellent introduction to the nonentertainment use of cable for information delivery. Its usefulness extends beyond libraries, educators and cable professionals to anyone interested in finding out more about a relatively old but not well-known method of information transmission.

The editor, who is also author of two of the book's chapters, is a known writer and speaker on cable. She was instrumental in establishing guidelines for the Video and Cable Communication Section of the American Libraries Association, and is former co-editor of *Cable Libraries.* The contributors to this work are librarians, knowledgable in the particular topics of their respective chapters. This, to a large extent, explains the clarity of the exposition and explanations. Technical and legal terms are defined, and historical background is given at the beginning of each chapter, with illustrations as necessary, and with a comprehensive list of references at the end. This is particularly evident and appreciated in the second chapter on *Cable Technology* by Kenneth Harmon, principal research associate with Denver Research Institute. His simple and clear explanations of such technical concepts as frequency division multiplexing and the various cable configurations is commendable. He manages to give enough of an explanation so as not to overwhelm the reader, and familiarizes him with the vocabulary needed to understand the process and its uses.

This approach is uniformly applied to the other chapters, as well. Other chapters cover regulations, franchising, copyright issues, the library's role in cable systems planning, satellite-cable networks, video conferencing, data communications, videotext, videodisc and interactive information delivery.

Cable for Information Delivery is a practical sourcebook for the librarian considering the implementation of cable in the library for "narrowcasting" (to reach a small specialized audience), delivery of programming or interactive communication. It is also a basic text for the layman wishing to understand more of the subject.

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